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advisory committees of these laboratories to give information (1) about the capacities of the persons who are being examined, (2) about the capacities required for any kind of labor for which there is a demand, and (3) about probable demands for various forms of labor.

Mr. Muscio discusses the main objections to scientific management such as (1) mere speeding up, (2) the increase of production about 300 per cent, and of wages only 30 to 100 per cent, (3) the interference with collective bargaining, (4) the destruction of craft skill, and (5) the undemocratic result of throwing undue industrial power into the hands of "the management." The author advocates the creation of committees of workers who shall co-operate with the "management" in putting the principles of scientific management into practice.

The tone of the book is fair-minded, scientific, and constructive. Although sympathetic with the workers, the author does not point out the function which industrial psychology may perform in showing how the personalities of the workers may be developed through their occupational activities and interests.

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*Socialism in Thought and Action.* By HARRY W. LAIDLER. The Macmillan Company. Pp. xviii+546. \$2.50.

This is an exposition of socialism by the secretary of the Inter-collegiate Society. The author does not try so much to express his own views but to give those of the acknowledged spokesmen of that party; these are expressed in a brief, clear, and direct manner. The book begins with a criticism of the wastefulness and inefficiency of the present system as the result of competition in production and distribution, resulting in waste of human life and energy through unemployment, industrial accident, and illness. The indictments against the unequal distribution of wealth, the wage system, and social maladjustment are ably stated and backed up by strong proof.

Chapter iii begins the statement of the socialist theory. This follows the Marxian theories of economic interpretation of history, class struggle, surplus value, and the labor theory of value, although modern limitations and interpretations are placed upon all of these. He defines the labor theory of value as "the amount of socially necessary labor contained therein, that is the amount of average human labor which is necessary for society to expend upon its reproduction, not the

labor which might accidentally be embodied in a particular commodity as a result of some peculiarity under which the laborer worked (p. 117). By disappearance of the middle class, he explains, is meant especially the middle-class employer, and the increasing misery as not so much physical degeneration as the worker's recognition of injustice and his decreasing share in society's product.

The aims of socialism are defined as the "collective ownership and democratic management of the socially necessary means of production and distribution"; that socialism does not advocate the return to a handicraft stage; that private enterprise should continue where there is not exploitation and that voluntary co-operation would be encouraged, that the state would be controlled by the masses and not by a few individuals; that socialism does not intend to interfere with religion or the family.

Syndicalism is recognized as the left wing of the socialist movement and is frankly treated with its theory of general strikes and sabotage as striking at the socialist conception of democracy.

Under tendencies toward socialism are included the modern corporation, social reforms, co-operation, public ownership, advances in education and general health, the growth of the labor union, and the improvement of working conditions. The author argues rather skilfully against such objections to socialism as the absence of incentive, the probable inadequate accumulation of wealth, and political corruption.

Part II takes up the development of the socialist movement beginning with the organization of the different internationals and extending down to the present day. Here emphasis is placed upon the development and changes during and after the world-war, especially in Russia and the Central Empires, although its progress is traced in all nations. This part of the book contains much detail and is not nearly as interesting or as well written as Part I, possibly due to the uncertain material to be dealt with.

Throughout the entire work differences of opinion are given; arguments are sound and the proof offered scientific. In fact it is a splendid presentation of this movement. An adequate bibliography of the best books on socialism with their publishers and comments is added. Not only does the book deserve serious attention but it would make an excellent text.

G. S. Dow